

ASSÉDIO LABORAL NA ERA TECNOLÓGICA: CONSEQUÊNCIAS PSÍQUICAS NA AUSÊNCIA DE BARREIRAS E DESAFIOS EM TRIBUNAL

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Labor harassment can be an incredibly difficult and often traumatic experience with great implication in the victims well-being and life. It is an emotionally charged act of a repeated pattern of physical, verbal or psychic intimidation, stalking, or sexual harassment, that causes significant torment that inflicts emotional distress. The term mobbing, that was developed in the 1980s, describes labor harassment as continuous episodes of offensive conduct, violence and aggression arising in the workplace, usually associated with harassment and persecution. Usually this behavior is severe or persuasive enough that a reasonable person would consider the workplace intimidating, hostile, invasive or abusive, and may feel negative emotions such as fear, hopelessness and humiliation.

The consequences of labor harassment are intense and include psychological and physical health deterioration, and the development of psychopathology just as depression, anxiety, panic attack's or psychosomatic disorders. It may also lead the victim to absenteeism and to a point of quitting work, jeopardizing their career and sustainability, which raises substantial career-related concerns.

As digital communications (text messaging, social networking, digital pictures, and others) become a primary method of communication the dynamic and the impact of labour harassment as became more complicated, once that what was typically regarded as a workplace incident has now spread beyond the confines of the office and into the digital world. The limits have disappeared and the exposure to stress cues can be endless. The exponential explosion of the new media era has provided new outlets for workplace interactions to occur. The boundaries of the traditional workplace have become blurred, and it is becoming increasingly clear that employers can be held liable for the harassing conduct of their employees that occurs online. Digital harassment or stalking may include monitoring or interfering with digital emails, messages, or social networking contacts and posts, tracing a victim's location by using Caller ID or GPS, installing spyware or spy cameras, maliciously impersonating a victim online, flooding a victim's inbox, or repeatedly threatening and harassing victims using technology.

This new paradigm that human lives, where workplace lost the boundaries of space, implies new considerations of how labor harassment impacts the victim and the how the forensic evaluation and intervention need to proceed to have this dimension in consideration. Also, another challenge would be how to make proof in court in the setting of crime